



## **Klimb Jobs LLC – 2026 Event Terms & Conditions**

These Terms & Conditions govern all participation in events produced, managed, or hosted by **Klimb Jobs LLC, Klimb Hires, and any affiliated entities, contractors, employees, or associates** (“Klimb”). They are designed to clarify the responsibilities, rights, and expectations of all parties involved, including exhibitors, employers, and partners. By registering for, acknowledging via email, or participating in any Klimb event, you confirm that you have read, understood, and agreed to these terms. These policies help ensure a safe, professional, and effective experience for all participants while protecting the integrity and operation of Klimb events.

**Effective Date:** January 1, 2026

These Terms & Conditions (“Agreement”) govern participation in all in-person and virtual events produced, managed, or hosted by **Klimb Jobs LLC, Klimb Hires, and any affiliated entities, contractors, employees, or associates** (“Klimb”). By registering, completing an application, or participating in any event, the exhibitor or employer (“Exhibitor” or “Client”) acknowledges and agrees to these terms.

### **1. Event Participation**

- Exhibitor participation is granted upon completion of the online registration form, submission of a signed agreement, or acknowledgment via email.
- Klimb reserves the right to accept or reject any exhibitor application at its sole discretion.

### **2. Event Responsibilities**

- Exhibitors are responsible for:
  - Staffing and providing content for their booth or virtual space.

- Compliance with all venue, safety, and public health regulations.
- Conducting business professionally; disruptive or unsafe behavior may result in removal from the event **without refund**.
- Klimb provides:
  - Booth/table space, chairs, registration sheets, and free parking.
  - A dedicated Event Manager to assist with candidate interactions and registration.
  - Optional marketing support and event promotion.

### 3. Fees and Payment

- Only credit card, debit card, and P-Card payments are accepted.
- Check payments must be pre-approved and received at least **14 days** prior to the event.
- Affirm is accepted as a payment option.
- Payment is due **upon registration or receipt of invoice**, or as otherwise specified in the event package.

### 4. Cancellation and Forfeiture

- **Exhibitor Cancellation:**
  - More than 30 days before the event: Klimb retains **50% of the Event Fee**.
  - 30 days or less before the event: Exhibitor is responsible for **100% of the Event Fee**.
- **Exhibitor Conduct:** Exhibitors forfeit any fees for arriving late or leaving early without a documented emergency.
- **Klimb Cancellation:** Klimb reserves the right to cancel or reschedule an event at any time due to unforeseen circumstances, safety concerns, severe weather, venue issues, or event performance. In such cases, **Exhibitors will receive a full refund**.
- Written cancellation requests must be submitted via email. Any outstanding fees are due within **30 days** of receiving an invoice.

## 5. Force Majeure

- Neither party is liable for delays or failure to perform due to events beyond reasonable control, including natural disasters, acts of terrorism, labor disputes, epidemics/pandemics, governmental orders, or other unforeseeable circumstances.

## 6. Media and Publicity

- Klimb reserves the right to photograph, film, or record Exhibitors, booths, or event activities, and to use such media in marketing, advertising, or social media campaigns **without additional compensation.**
- Exhibitors consent to Klimb sharing information regarding job openings with the public or venue attendees.

## 7. Intellectual Property

- Exhibitor grants Klimb a non-exclusive, worldwide, royalty-free license to use logos, trademarks, and content solely for marketing, promoting, hosting, and archiving the event.
- All event branding, recordings, photos, and materials produced by Klimb remain the exclusive property of Klimb.

## 8. Registrant Lists

- Exhibitors shall use registrant information solely for educational or self-promotional purposes for their company and may use third-party marketing agents **only if they agree to the same restrictions.**
- Sharing or selling registrant data is strictly prohibited.

## 9. Liability and Indemnification

- Exhibitor agrees to indemnify, defend, and hold harmless Klimb, its affiliates, employees, contractors, and associates from any claims, losses, or damages arising from their participation, including content provided or actions of their staff.
- Klimb's liability is limited to the total amount paid by the Exhibitor for the event.
- Klimb is **not responsible for injuries, losses, or damages** caused by the venue or third-party actions.

## 10. Event Changes

- Klimb may modify event dates, titles, speakers, or content at its sole discretion.
- Exhibitors may not alter or interfere with event materials, scheduling, or other participants.

## 11. Compliance

- Exhibitors must comply with all applicable laws, regulations, and venue policies.
- Non-compliance may result in immediate removal from the event without refund.

## 12. COVID-19 / Health Safety

- Exhibitors are encouraged to follow CDC or local guidelines, including social distancing, hand hygiene, and mask usage.
- Klimb implements preventative measures but cannot guarantee participants will not be exposed to communicable diseases.

## 13. Acknowledgment

- By registering, receiving this document via email, or participating in any Klimb event, Exhibitors acknowledge that they have **read, understood, and agreed** to these Terms & Conditions.

